

**UHY Hacker Young
(East)**

Not just another
accountancy firm

Helping you prosper

YOU
can make a real difference
at UHY Hacker Young (East)

**Our people are integral to
everything we do.**

**Whether you are just starting your
career or looking to progress, we
would like to hear from you.**



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Top 25
UK accounting firm

70+
Team members
across UHY East:
Letchworth,
Cambridge and
Huntingdon



Fee income
£75 million

340
offices in more than
100
countries

About UHY East

Are you an ambitious individual, looking to work in a dynamic and challenging environment?

If you are then UHY East could be the place for you. We are a leading firm of accountants and business advisors who take our core purpose of 'Helping You Prosper' seriously. Part of the UHY Hacker Young Group, a Top 25 national accountancy firm, ranked 18th internationally.

We are proactively looking for applicants, with *passion* and *ambition*, to join our growing team.

It is hard work, but fun, as you will be working with other talented individuals who want to make a difference.

Are you looking to join a team that...

- values people who are passionate, enthusiastic and reliable?
- can offer opportunities that go beyond statutory compliance and tax?
- believes in and delivers a culture of work-life balance, offering flexible working hours?
- offers opportunities to work with 24 UK offices and overseas?
- understands the importance of rewarding and retaining the best people?
- supports you to achieve your goals and develop as a leader within UHY?

Proud to be values driven

"Acting with **Integrity**, **Enthusiasm**, as part of a **Team** is the UHY way"


With the world of business continually evolving and as the traditional and digital worlds meet, we combine our proud history with an uncompromising focus on the future, in order to achieve the thing that we do best:

Helping you prosper



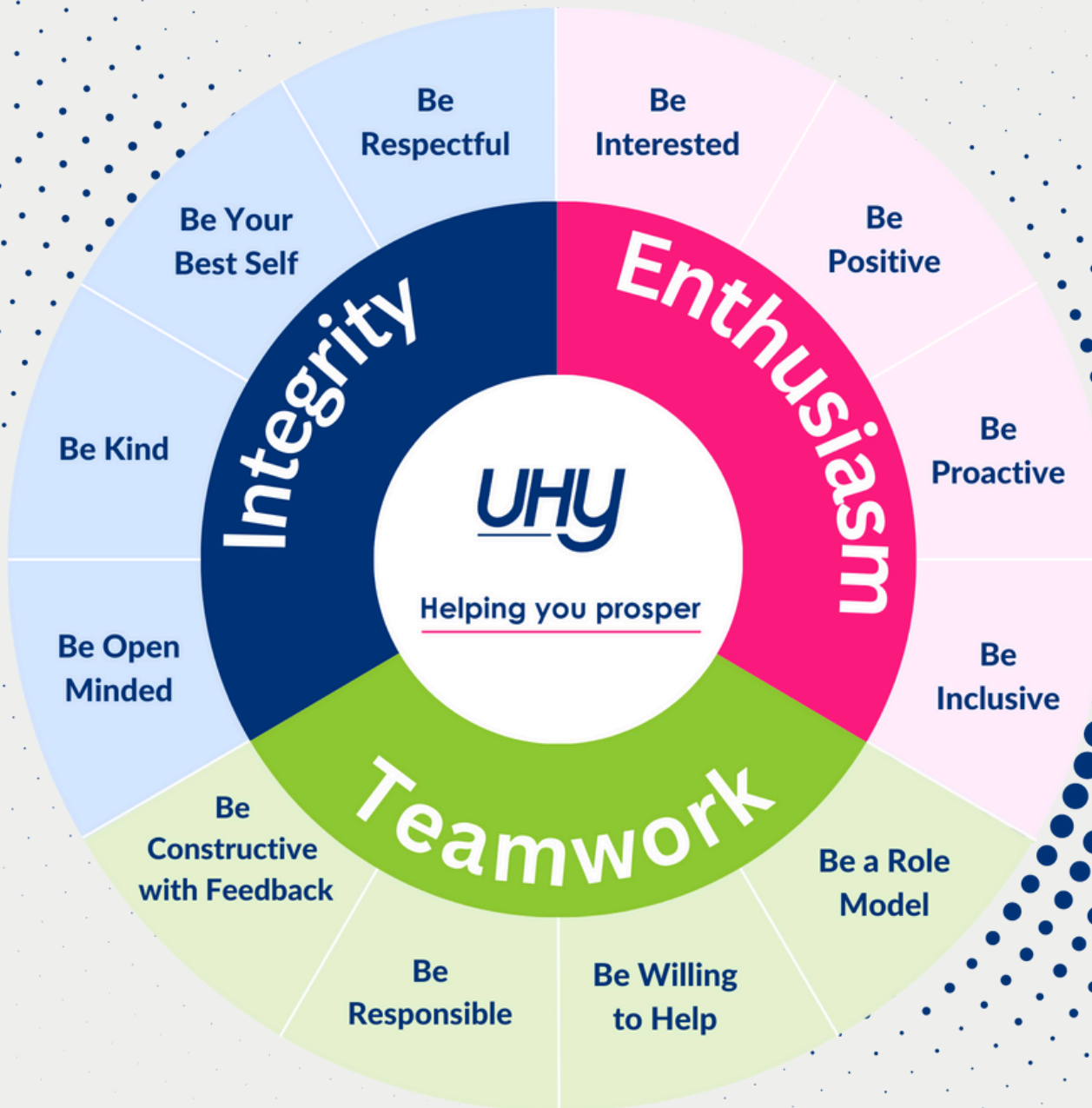
"At UHY our promise is simply to 'help you prosper'. What this means in practice is different for everyone, but we want you to prosper personally and professionally in a supportive, dynamic and creative environment, and ultimately to love your job."

Marie Pegram
Managing Partner
UHY Hacker Young (East)

A group of approximately 15 people, mostly men and women, are posing for a group photo outdoors. They are wearing blue t-shirts with the UHY logo. They are standing on a stone wall or ledge, with a grassy field and hills in the background under a cloudy sky.

Helping you prosper

Our Values



“Here at UHY, our values and behaviours are at the core of everything we do. Our Values support our purpose of Helping you Prosper. We believe our values differentiate us from others, motivate and inspire us. Above all they make us proud to be a part of the UHY Family. Sitting behind these values are clear and specific positive behaviours which creates accountability, builds trust and supports our values of Integrity, Enthusiasm and Teamwork.”



Karen Anderson-Hendricks
Joined as Accounts Junior in 1990, currently
Finance Manager and heads up our values team

Acting with **INTEGRITY**
and **ENTHUSIASM**
as part of a **TEAM**
is the UHY way



Career opportunities

What we look for

At UHY we pride ourselves on being people focused, and we understand the importance of attracting and keeping the highest calibre teams.

Our people are integral to everything we do. Our purpose of 'helping you prosper' forms the basis of our talent promise and we are committed to developing talent at all levels. We promise to invest in our people, their skills and their future, as we continue to develop our business and the way we serve our clients.

Our exceptional team members have years of experience in specialist industries and markets, dedicating themselves to using this knowledge to help clients achieve their ambitions.

We also have a deep understanding of a number of diverse sectors ranging from recruitment; to technology, from rural & agriculture to construction. It is this depth and breadth that gives us tangible and proven insight into the commercial landscapes in which our clients operate. It also allows us to apply our expertise to our clients, irrespective of their market and sector.

Whether you are just starting your career or looking to progress, if you like what you read, we would like to hear from you.

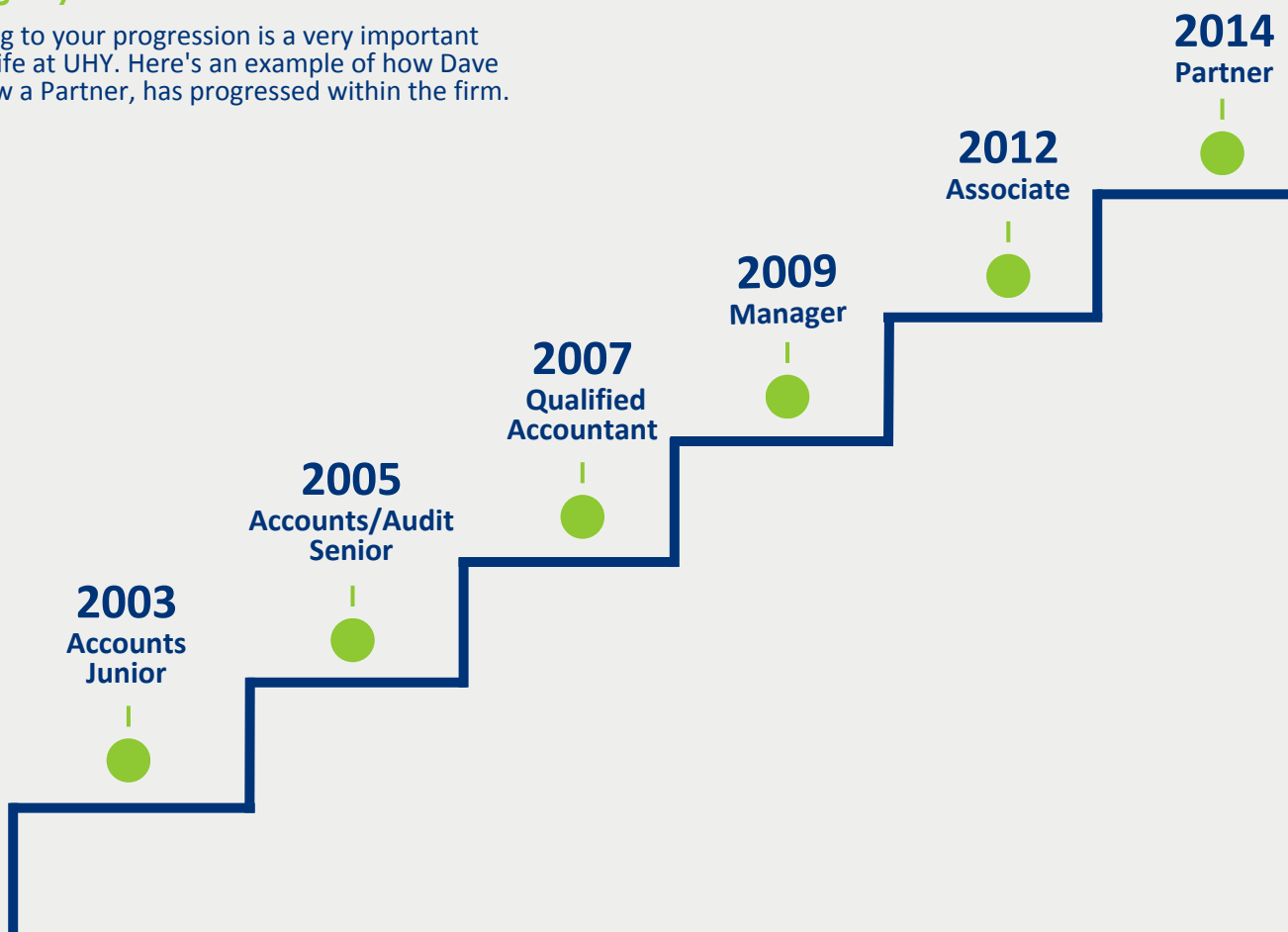


“The firm is very progressive and forward thinking, often investing in new products and services to expand its offering and staying ahead of the curve. I have found this approach has boosted my career progression providing opportunities for me to diversify into new sectors and services and to grow with the firm.”

Dave Hailey - Joined as Accounts Junior in 2003, currently Partner

Investing in your success

Committing to your progression is a very important aspect of life at UHY. Here's an example of how Dave Hailey, now a Partner, has progressed within the firm.



A career in accounting

So you want a career in accounting?

But what type of accountant do you want to be? Do you want to work in a particular industry? Do you want to work with exciting start-up companies? Large blue-chip corporations? Specialise in Recruitment, Technology or Construction sectors?

One of the great things about working in accounting is the variety of work and the different types of people and businesses you get to work with, but initially all that choice can be a bit daunting.

UHY is a great place to start, as we're big enough to work in the majority of industries, offering the full spectrum of accounting services, with teams around the country that will help you throughout your training, and steer you towards a truly rewarding career.

We welcome applications from all ages and backgrounds who share our passion and enthusiasm of helping our clients, team and community prosper.

We can help you prosper!

We are driven by our purpose of 'Helping you Prosper', this means helping our team, our clients and our community to achieve their 'prosperity'.

What does prosperity mean for you?

For you this could mean:

- providing opportunities for you to develop new skills
- ensuring you have a good work-life balance - able to flex your working hours to allow you to meet your personal needs
- involving you in challenging but fulfilling projects
- providing fun, social events for you to attend and connect with others in the UHY team
- recognising when you have truly gone above and beyond in reflecting our core values of integrity, enthusiasm and teamwork.

Getting you involved

We can tailor our services to meet the requirements of all our clients: from the day to day, to more complex projects, from local needs to effectively servicing national and international clients.

At UHY we'll train you to be a business adviser, not just an accountant. Our teams are trained to be 'commercially aware' and to respond to the problems and issues affecting the businesses of our clients.

Inevitably, the nature of the work and individual assignments vary from office to office. But the range of client assignments and breadth of experience available within UHY will stretch you and help you to gain a solid understanding of the business world.

"I love the UHY culture. I feel lucky to be able to go into work each day and feel good about walking in the front door. I know that my feelings and opinions are valued and I am supported in what I do inside and outside of work. There is a big focus on making sure that people are happy whilst they work and it really shows."



Jack Northover
Joined as Accounts Clerk in 2019,
currently Bookkeeper and
Accounts Trainee

It's all about you

Rewarding your success

We work hard, we believe in providing our clients with a first class service, but we understand that for our people to help us achieve this, they need to work in an atmosphere that encourages and rewards success.

We are interested in you as an individual, what your interests are, and what motivates you. We aim to support all of our people throughout their careers and to help them meet their professional objectives. We review our benefits on a regular basis, to suit the needs of our team!



Flexible working hours & hybrid working



Christmas shutdown (included as part of holiday allowance)



A minimum of 28 days' holiday (including bank holidays)



Additional holiday including your birthday off and a religious holiday exchange option



Winter party and 'The Prosper's' Awards



Career Prosperity Programme



Retention bonus for newly qualified accountants



National conferences and away days



Professional development and training & professional subscriptions paid



Monthly brilliance award in recognition of outstanding achievements & Loyalty Awards



Access to private medical insurance and Employee Assistance Programme



Pension arrangements & Life Assurance Scheme



Family planning Support - Fertility leave, adoption leave and enhanced maternity pay



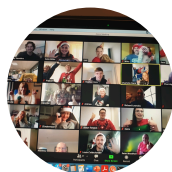
Annual flu immunisation and health check



Opportunities to get involved with our national and local charities & volunteering time off



Social activities - Helping You Prosper wellbeing calendar, Summer Social



Regular communication through our monthly newsletter, Team time updates and focus groups



Dress for the day



**Mobile phone (Associates and above)
Parking (Manager and above)**



Incentive payments for introducing new clients and new colleagues

We are interested in you as an individual, what your interests are and what motivates you.

Our business areas

We have a diverse skill-base that enables us to offer a broad range of services to an equally broad range of clients; including privately owned businesses, private individuals, small and medium sized groups and multinational companies.

We provide advice in a commercial and pragmatic way, offering the complete range of services that our clients need:

- Audit, accounting, payroll and bookkeeping
- Corporate and personal tax
- General business advice
- Corporate finance services such as strategic business advice, selling your business, raising finance, mergers and acquisitions
- Advice on family matters, including inheritance tax, trusts, probate and other tax planning
- Specialist services such as VAT, litigation support, international tax planning and company secretarial services.

What kind of clients will you work with?

Our team deals with a diverse portfolio of clients, giving you a real wealth of experience from day one. From supporting start-ups, helping to grow businesses, dealing with complex financial due diligence assignments or assisting in succession and exit planning. All our clients are different and we ensure we get to know them and what prosperity means to them in order to be able to provide the tailored support they need.

What sectors do you operate in?

Our clients work in a range of sectors including professional practices, technology, barristers, education, construction, rural and agriculture and recruitment.

Helping our clients prosper:

You will be a key part in helping our clients prosper. The work can be challenging at times, so you will need a strong work ethic and a real drive to deliver our services and provide business advice to the best standard.

Your clients will rely on your support and you will need to build good working relationships with your clients in order to identify any issues or opportunities that may arise.

You will have a dedicated team beside you offering help and guidance along the way.


“I enjoy working at UHY as it is a friendly environment with interesting challenges and I value the respectful attitude from colleagues. I get involved in many tasks, always supported by my team when dealing with clients and I never feel like I have to deal with any issues alone. Work life balance is respected which helps a lot, with no expectations to be overworked!”



Panos Tsakoglou
Joined as Management Accountant,
Tech & Media department, in Nov 2022



**Our sector expertise
includes recruitment,
technology, agriculture,
and construction.**



Helping you prosper



Helping you prosper

www.uhy-uk.com

“UHY has supported me from the very beginning, providing me with training, 1:1 mentorship and opportunities to grow as an individual and develop into a leader. It has been refreshing to find a company who have a clear focus on wellbeing and live up to their purpose of helping you to prosper.”



Katie Miller
Joined as Marketing Executive in Nov 2018, became Marketing Manager in Jan 2021

Our people are our difference



Zaieda Ditta
Accounts Senior

What do you value most about UHY?

I value the commitment of helping you prosper, UHY's purpose. I am continuously supported by the team at UHY to be the best version of myself. The team always demonstrates unwavering support and kindness, always ready to lend a hand, whenever needed.

What is the work/life balance like at UHY?

The work life balance at UHY is exceptional. With a hybrid working model and flexible arrangements, individuals have autonomy over their schedules. How the work is accomplished is entirely at ones' discretion. For instance, if you had a lunch meeting with a friend, it can be scheduled during your working day and compensated later, ensuring a harmonious blend of professional and personal commitments.



Jack Northover
Bookkeeper and
Accounts Trainee

What is your day-to-day life at UHY like?

I have been able to shape my day-to-day work to encompass all of my favourite tasks. I have had time to find what I like to do, and what I do best, and do that each day.

What do you value most about UHY?

The things I value the most about UHY is the people and the working environment. I can come in everyday and feel comfortable in my surroundings, knowing that the people around me will support me just as much as I will support them.

How does UHY support your career progression?

UHY supports my career progression by ensuring I have the resources to grow both inside and out of my studies. There have been plenty of opportunities to take up new challenges and roles in my day-to-day work. With my studying, I am supplied with sufficient time and materials to make sure I am best placed to succeed.

- **47% of our team have been with us for 5 years or more**
- **67% of partners promoted internally**
- **61% of managers promoted internally**
- **Average length of service is 9 years**



Zoe Underwood
Payroll Manager



Romaine Sherman
Bookkeeper

How does UHY support your career progression?

UHY have been very supportive and encouraging, helping me see my worth and what my strengths are, as well as helping me set my boundaries and to not focus on the negative.

They have provided tools and support that have changed how I work and even how I see myself. The progression I have made professionally and personally since working at UHY is amazing.

What do you value most about UHY?

The people!!! They encourage and inspire me every day. I work with people I enjoy being around, talking to and especially working with. My day is filled with learning and laughter. I have never enjoyed a job as much as I do working at UHY.

What is the work/life balance like at UHY?

UHY offer flexitime which has been so beneficial especially when days become hectic, you are able to take time off for hours you have overworked. This has produced a better work environment with greater satisfaction and motivation.

What is your day-to-day life at UHY like?

The day-to-day life at UHY is very unique, we are pushed to be our best selves and use our own initiatives, but it is very well balanced, with being able to ask as many questions to my colleagues and senior management. The open-plan work floor makes me feel very included and also has encouraged me to build open and positive relationships with everyone.





Helping you prosper

Recent notable highlights



News

UHY received key Sky News coverage around Brexit



Awards

UHY East's inaugural awards presentation 'The Prosperers' took place with many individuals and teams being recognised, including a lifetime achievement award.



Charity

UHY East raise over £5,000 for Tom's Trust and UHY Hacker Young group hit £15,000 target for Children with Cancer UK. We also raised money and donations for Ukraine.



Social

UHY East's summer social took place at Hitchin Priory. UHY East's football team played a friendly match against UHY London



UHY Network

Members of UHY East attended the annual UHY National Conference, with a talk from elite British Paralympic athlete, Shelly Woods



New Client Wins

We doubled our new client wins in 2022 compared to 2021



Team

Some of our UHY East team took on the Yorkshire Three Peaks Challenge together, climbing 3 mountains in 12 hrs.



Partnerships

UHY East team members attended networking events including a cocktail making class with one of our partners Woodfines' solicitors



"UHY embodies a welcoming environment where I've never felt isolated since joining. There's always someone available for support, fostering a culture of approachability and friendliness throughout the team. The encouragement to ask questions without hesitation has been instrumental in my growth, no question is a silly question, just go for it. Moreover the flexibility in work arrangements has been pivotal in achieving a harmonious balance between professional responsibilities and personal life."



Zaieda Ditta
Joined as Accounts Senior in January 2024



Driven, inquisitive and looking for the opportunity to fast-track your career?

Get in touch to see where you might fit within our team!

wearehiring@uhy-uk.com

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UHY Hacker Young (East)

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